



STRATEGIC PLAN



2005-2010

[Part of ISDB's continuing effort in Strategic Planning and Program Development]

ISDB STRATEGIC PLAN 2005-2010

The state agency known as the Idaho School for the Deaf and the Blind (ISDB) is an integral part of the State Board of Education's overall plan and process for the delivery of quality education throughout Idaho. This Plan describes the primary vision, needs, concerns, goals, and objectives of the faculty, staff, administration, and student body toward achieving those goals. The mission and vision of our school reflects an ongoing commitment to meeting the challenge of educating the sensory impaired child.

It is extremely important that delivery of our agency's services is in alignment with the guiding goals & objectives of the State Board Of Education (SBOE). To that end, this plan displays SBOE goals & objectives along side the Agency's Strategic Planning Issues. We believe this model can and should be used by all Institutions and Agencies under SBOE governance.

ISDB's Strategic Plan 2004-2009 is intended to answer the question of 'What does the agency need to accomplish?' ... and 'Where is our Primary Direction for the coming five (5) years.' The details of 'How' we intend to accomplish these goals and objectives is spelled out in the more detailed ISDB Organizational Plan under separate cover (not included with this submission).

During a corporate OSBE meeting in September 2004, in which all Institutions and Agencies under SBOE governance participated, it was agreed that they would all adopt the Board's four main Strategic Planning Goals and revise individual strategic plans to re-align agency Objectives under one of those four Goals. An area for "Agency Unique" Objectives was established, as well as a "feedback" section where each Institution or Agency might suggest SBOE Goals and Objectives that needed to be added or were no longer relevant. (see Section 6, below).

Harvey W. Lyter III
Interim Superintendent

VISION STATEMENT

The ISDB provides service to every LEA as part of the overall public education system. We are also committed to working with parents, vocational rehabilitation, the State Department of Education and other state agencies to insure that the educational needs of every deaf, hard of hearing, blind and visually impaired child in Idaho are met. Our focus is on compliance with state and federal regulations and guidelines, and delivery of high quality services leading to academic, occupational, and personal success of these young citizens. This shall lead to the highest potential for an adult life of independence and self-sufficiency: a meaningful personal, family and community life; and a useful, productive occupational life as citizens of our State and our Nation.

MISSION STATEMENT

To promote and maintain excellent and comprehensive educational opportunities for every deaf, hard of hearing, blind and visually impaired child in the state of Idaho from birth to 21 years of age. Our overall focus is on providing appropriate, effective, and efficient supplemental services to each Local Education Agency (LEA) in order to provide a quality educational, residential, and outreach program for deaf and blind students throughout the state.

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(Dec 2004 Maintains 99% alignment to SBOE Goals & Objectives)

Alignment with <u>SBOE</u> Goals & Objectives	ISDB GOALS & OBJECTIVES
	1. QUALITY: Direct efforts at continuous improvement in competitiveness, high achievement, and well informed citizenry.
III-2, IV-3 III-3, IV-3 I-1, IV-3 IV-8 II-3, IV-8 I-4, IV-6	<ul style="list-style-type: none"> - Revise Inter-Agency Agreement with SDE - Review/Update/Revise all Agency Policies and Department Manuals - Implement State Records Management Program throughout ISDB system - Review/Revise Vehicle/Fleet Management procedures - Review/Revise plan for Campus, Outreach offices facility utilization & renovation - Improve contacts with Gooding Chamber Of Commerce, Rotary Club, etc
	2. ACCESS: Provide all ages and abilities information and services to develop skills, knowledge, and social awareness to become globally competitive workers, responsible citizens, and life-long learners.
I-1, III-4 I-7, III-2, IV-3, IV-9 -- -- IV-1, IV-5 II-7, III-1, IV-4, IV-8 I-7, III-2, III-4, IV-2, IV-10 I-5, II-2 II-4 I-10, II-4, IV-8 II-3, II-4, IV-4, IV-8 II-4, IV-8 II-4, IV-8	<ul style="list-style-type: none"> - Align Curriculum and Assessments to Idaho State Standards - Research and Recommend an Optimal Agency Calendar <ul style="list-style-type: none"> -- Investigate "year-round" operations- administration, facilities, academics -- Study Fiscal, Personnel, Support Service contract impacts of this approach -- Review options for full year employment of Classified employees -- Explore options for year-round cottage, food services, classroom utilization - Implement effective instruction strategies designed to meet the educational needs of all students (Consider Skill Level Grouped Instructional Programs) - Develop Life Long Learning Habits - Enhance Special Needs Unit (SNU) program - Increase Student & Staff Communications Skills - Investigate feasibility of Magic Valley Low Vision Clinic (like ICBVI clinic in Boise) - Communications upgrades throughout the facility (Total communications capabilities) - IT Committee; continue search for better communications system to improve 2-way connectivity for Deaf Staff members

II-3, II-7, III-5	<ul style="list-style-type: none"> - Study Alternative Locations for Agency Headquarters & Campus <ul style="list-style-type: none"> -- Most effective & efficient interaction with community services, supplemental resources, and state government functions (i.e., personnel, budgeting, etc). -- Review potential uses of existing facilities by municipal and county agencies -- Investigate opportunities for facility & transportation sharing with LEAs
II-3, II-7, III-3, IV-4, IV-7, IV-8, IV-10	<ul style="list-style-type: none"> - Study alternative models for Regional Outreach Service Delivery; most Day-Campuses
	<p>3. RELEVANT: Ensure information and research available meets the needs of workforce, business & industry, and government at all levels.</p>
I-9, III-3	<ul style="list-style-type: none"> - Identify an overall Program Staffing Needs Process <ul style="list-style-type: none"> -- Establish & Maintain pool of qualified candidates for rapid staff replacement(s)
III-5	<ul style="list-style-type: none"> - Establish better ties with nation-wide Deaf & Blind teacher training programs <ul style="list-style-type: none"> -- Enhance recruiting & retention of highly qualified, certified staff members -- Revise agency "marketing strategy" to better fit long-term recruiting needs
I-3, III-3	<ul style="list-style-type: none"> - Adopt unified payroll system for all employees
I-8, IV-9	<ul style="list-style-type: none"> - Expand Professional Development
III-5, III-6	<ul style="list-style-type: none"> - Build better ties with the Commission for the Blind (ICBVI), Council for Deaf/HH (CDHH), and Idaho Registry of Interpreters for the Deaf (IRID), Idaho Division of Vocational Rehabilitation (IDVR)
	<p>4. EFFICIENT: Ensure maximum benefit derived from resources invested in operation & management of education process state-wide.</p>
I-10	<ul style="list-style-type: none"> - Projects to remodel existing facilities, Improve existing building utilization. <ul style="list-style-type: none"> -- Build up-to-date Student Health Center or Remodel/Upgrade existing space
III-3	<ul style="list-style-type: none"> - Develop Education Facilities
I-10	<ul style="list-style-type: none"> - Pursue Safety & Security Upgrades throughout all Campus Facilities
II-6, IV-4, IV-5	<ul style="list-style-type: none"> - Explore Development of a Post-Secondary Living Facility <ul style="list-style-type: none"> -- Pursue Grant for facility on CSI Campus (Partner with CSI Foundation)
II-3, II-7, III-3	<ul style="list-style-type: none"> - Pursue increase and expansion of Outreach Program Staff to reduce significant caseload burden
IV-5	<ul style="list-style-type: none"> - Pursue a closer, smoother Foundation-to-Agency working relationship
III-5, IV-4	<ul style="list-style-type: none"> - Revise (Gooding area) IT Consortium Agreement - Enhances mutual support arrangements among community services

III-3, IV-10	- Review weekend travel-home arrangements for most economical operations
I-1, II-3, IV-8	- Standardize computer systems - Upgrade architectures for interoperability with other state agencies and LEAs
	5. AGENCY UNIQUE ISSUES: Ensure maximum benefit derived from resources invested in operation & management of education process state-wide.
I-8, I-9, III-1	- Focus SBOE on obtaining Executive & Legislative support for Educational Staff Pay Equity (Budget initiative; Agency Heads Council #1 priority for FY06)
III-1, III-3, III-5	- Investigate feasible strategy to obtain per capita share of annual appropriated education funding (like LEAs now have)
I-10, IV-7	- Review/Revise long-term plans for cottage quality of life improvements & renovations (Cottage-7, Old Boys Dorm, Old Admin Bldg/Round Bldg, etc)
	6. RECOMMENDED Additions or Deletions to SBOE Plan:
	- ISDB has no inputs in this category